

The City of Clayton  
**Community Equity Commission**  
**Virtual Zoom Meeting**  
**June 10, 2021 at 5:30 PM**

Minutes

The meeting was called to order at 5:31 pm.

**Roll Call**

Present: Laura Horwitz (Chair), Chris Schmiz, Ben Uchitelle, Frances Pires, Stuart Berkowitz, Laurie Anziolotti (ex officio), and JoAnna Schooler (ex officio).

Additional: Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

**Minutes**

Ben Uchitelle moved to approve the May 6, 2021 minutes. Frances Pires seconded the motion. All were in favor.

**Reflection: LGBTQ History Month**

Chris Schmiz led a reflection in honor of LGBTQ History Month.

**Commission Processes – Subcommittees, Topics, etc.**

City Manager Gipson reviewed Commission processes, including how to address topics of interest and the role of subcommittees.

**Citizen Survey Results**

Assistant to the City Manager Muskopf reviewed the results of the questions pertaining to diversity, equity, and inclusion from the 2021 Citizen Survey.

**Update on Education of Unwarranted Suspicious Calls**

Chris Schmiz and Rev. Laurie Anziolotti provided an update on the education of unwarranted suspicious calls and the opportunity for Rev. Laurie Anziolotti to reach out to other members in the faith community using the draft letter presented.

Chris Schmiz motioned to have Rev. Laurie Anziolotti reach out to other congregations. Frances Pires seconded the motion. All were in favor.

**Old Business**

**Public Comments from May 13, 2021**

City Manager Gipson reviewed the public comments from the May 13, 2021 meeting.

**Mayor's Commemorative Landscape Task Force (Task Force)**

Assistant to the City Manager Muskopf provided an update on the Task Force.

**Public Comment**

No public comments.

**Comments from Members**

Ben Uchitelle inquired about the next steps for neighborhood indentures. City Manager Gipson states that the Board of Aldermen and legal counsel will discuss the topic at the June 22 Board of Aldermen meeting.

Frances Pires inquired about the status of the Municipal Judge selection process. City Manager Gipson provided an update on the selection process.

At the next meeting, the Commission will discuss the status of the subcommittees and elect a Chair for the upcoming year.

**Next Meeting Date**

The next meeting is scheduled for July 8 at 5:30 pm.

**Adjourn**

Having no other business, the meeting adjourned at 6:50 pm.

The City of Clayton  
**Community Equity Commission**  
**Virtual Zoom Meeting**  
**May 13, 2021 at 5:30 PM**

Minutes

The meeting was called to order at 5:32 pm.

**Roll Call**

Present: Laura Horwitz (Chair), Chris Schmiz, Yvonne Tisdell, Ben Uchitelle, Frances Pires, Stuart Berkowitz, Ted Wheeler, Dr. Sean Doherty (ex officio), and JoAnna Schooler (ex officio).

Additional: Sarah Umlauf, Executive Director of the Saint Louis Art Fair, Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

**Minutes**

Ben Uchitelle moved to approve the April 8, 2021 minutes. Yvonne Tisdell seconded the motion. All were in favor.

**St. Louis Art Fair Presentation**

Sarah Umlauf, Executive Director of the Saint Louis Art Fair, presented information about the Saint Louis Art Fair event and well as the artist selection process. to the Commission.

**Equity Audit**

City Manager Gipson presented information about the City's Equity Audit.

**Purchasing**

City Manager Gipson presented information about purchasing for City operations.

**Old Business**

**Public Comments from April 8, 2021**

City Manager Gipson reviewed the public comments from the March 11, 2021 meeting.

**Mayor's Commemorative Landscape Task Force (Task Force)**

Due to time limitations, no update was provided; however, if there is an update, an email update will be sent to the Commission.

**Subcommittee Reports**

Law Enforcement/Municipal Court Subcommittee

The recommendations by the Subcommittee were included in the agenda packet. Stuart Berkowitz offered to answer any questions. Ben Uchitelle moved to forward the recommendations to the Board of Aldermen for consideration. Chris Schmiz seconded the motion. All were in favor.

Communications Subcommittee

The presentation regarding Neighborhood Watch signage was included in the packet. Chris Schmiz provided a brief background and offered to answer any questions. Chris Schmiz

moved to forward the recommendation to the Board of Aldermen for consideration. Ben Uchitelle seconded the motion. All were in favor.

**Public Comment**

Rick Bliss inquired about the recommendations from the Law Enforcement/Municipal Court Subcommittee, specifically the definition of the “desired equity qualifications” when referring to the selection of the municipal judge as well as the administration of the restorative justice recommendation to return fine monies to indigent defendants who are unable to meet requirements due to financial limitations.

Kathleen Gund inquired about the applicant vs. hiring rate statistics during the Equity Audit presentation.

**Next Meeting Date**

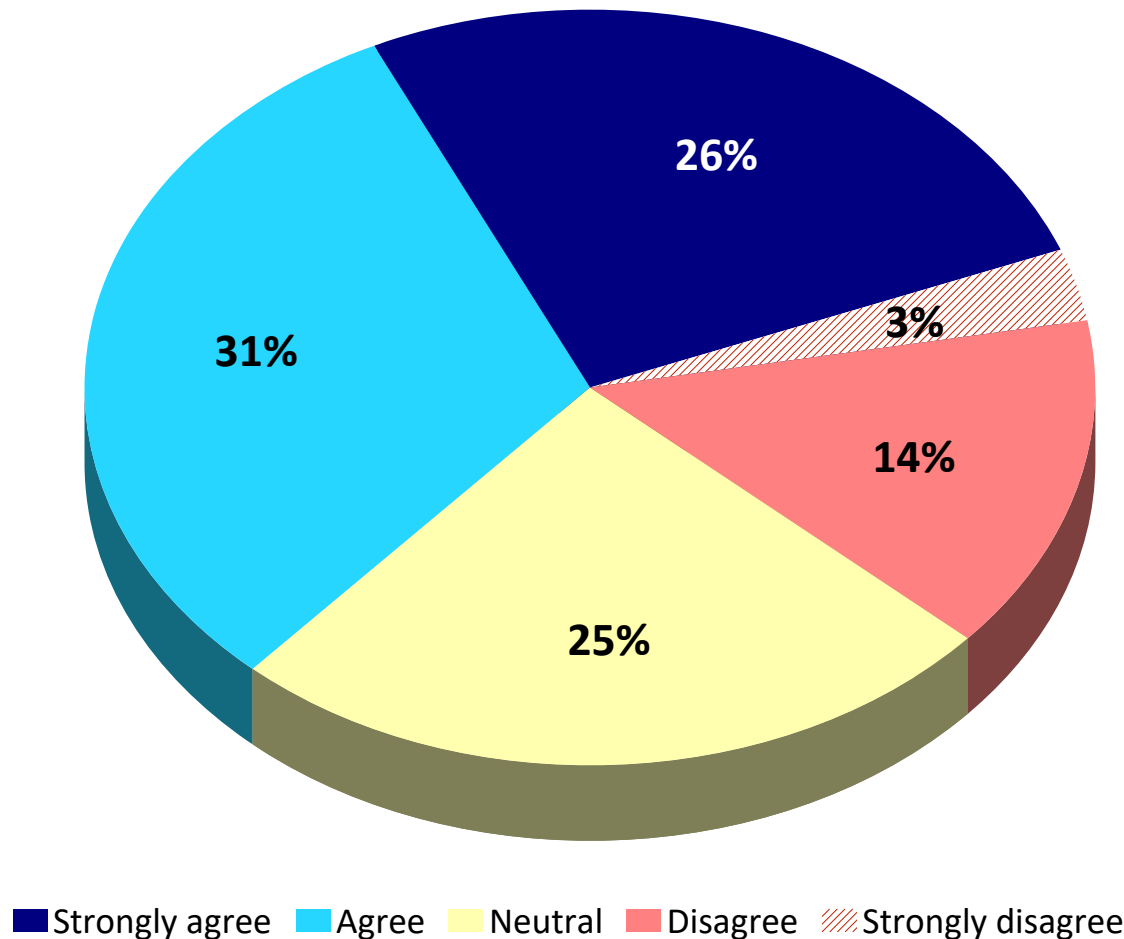
The next meeting is scheduled for June 10 at 7:00 pm.

**Adjourn**

Having no other business, the meeting adjourned at 7:30 pm.

## Q28. Agreement That Clayton is a Community Where All People Feel Welcome, Regardless of Their Identity

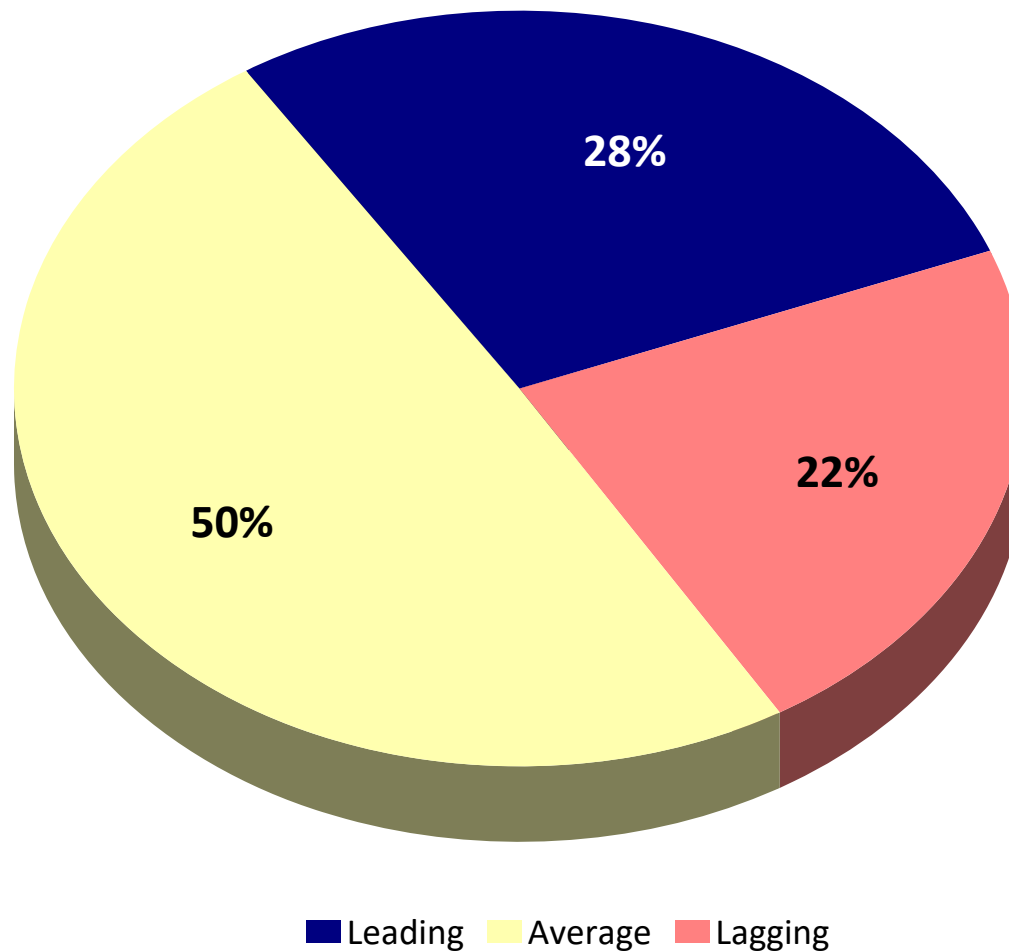
by percentage of respondents (excluding “don’t know”)



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q29. To what extent do you see the City of Clayton as a leader in terms of promoting diversity, equity, and inclusion?

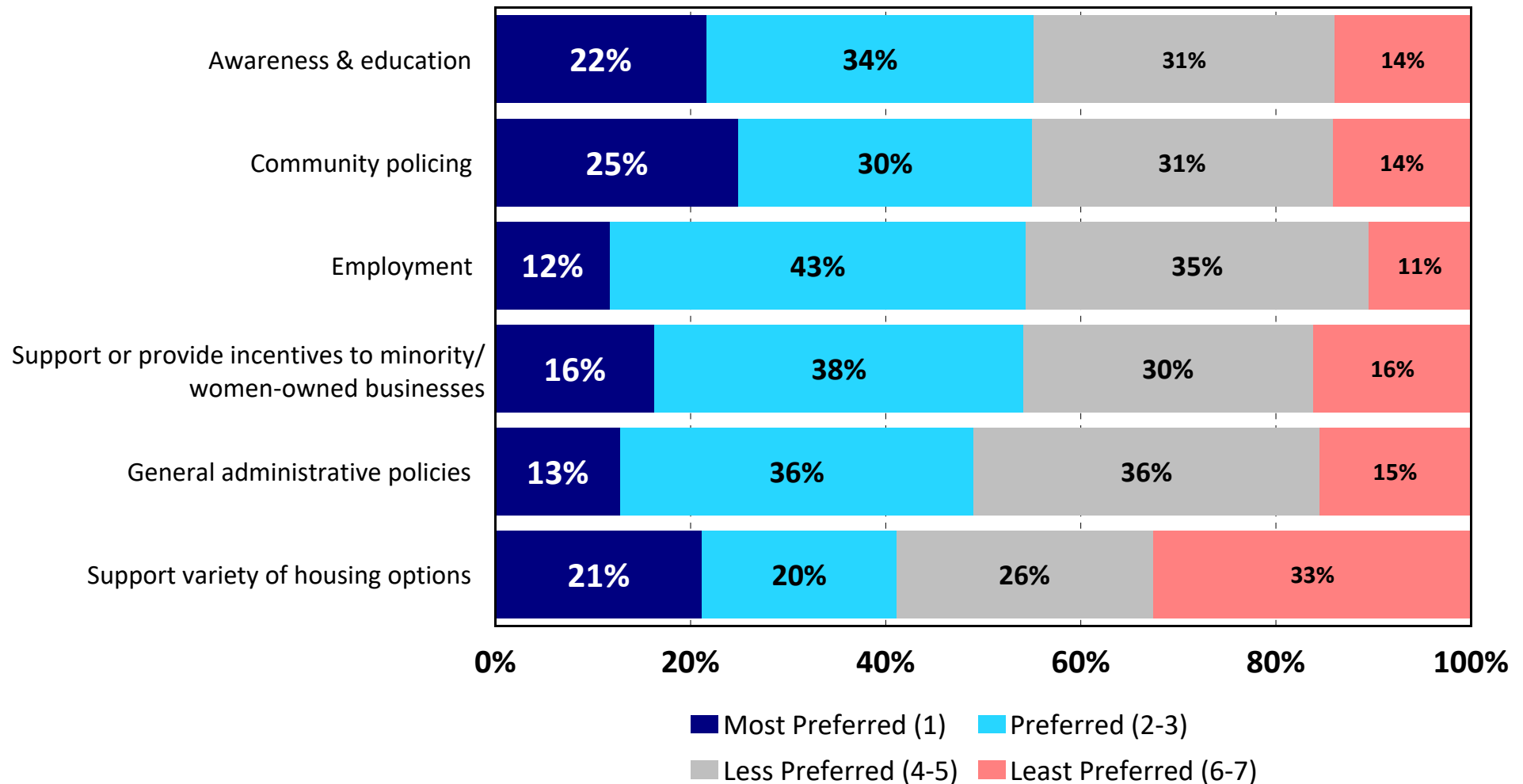
by percentage of respondents (excluding “don’t know”)



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

# Q30. Priorities for Clayton to be a Community That Embraces and Promotes Matters of Equity, Diversity, and Inclusion

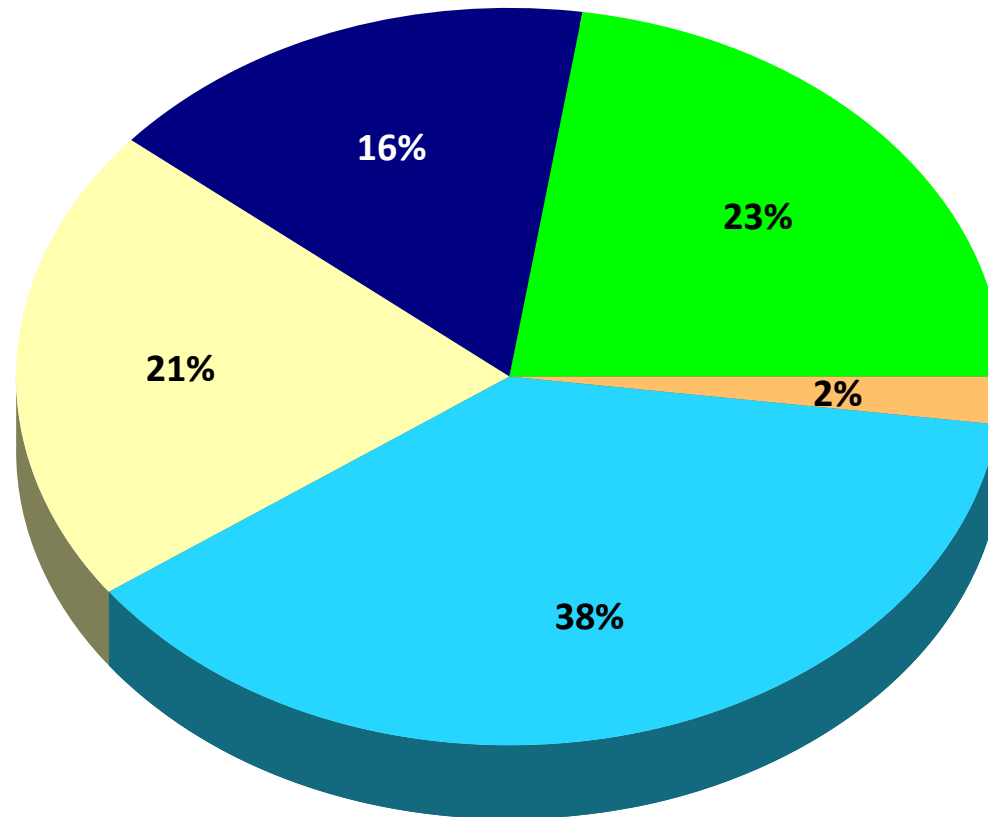
by percentage of respondents who rated the item as a 1 to 7 on a 7-point scale (excluding “not provided”)



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q32. Demographics: How long have you been a resident of Clayton?

by percentage of respondents

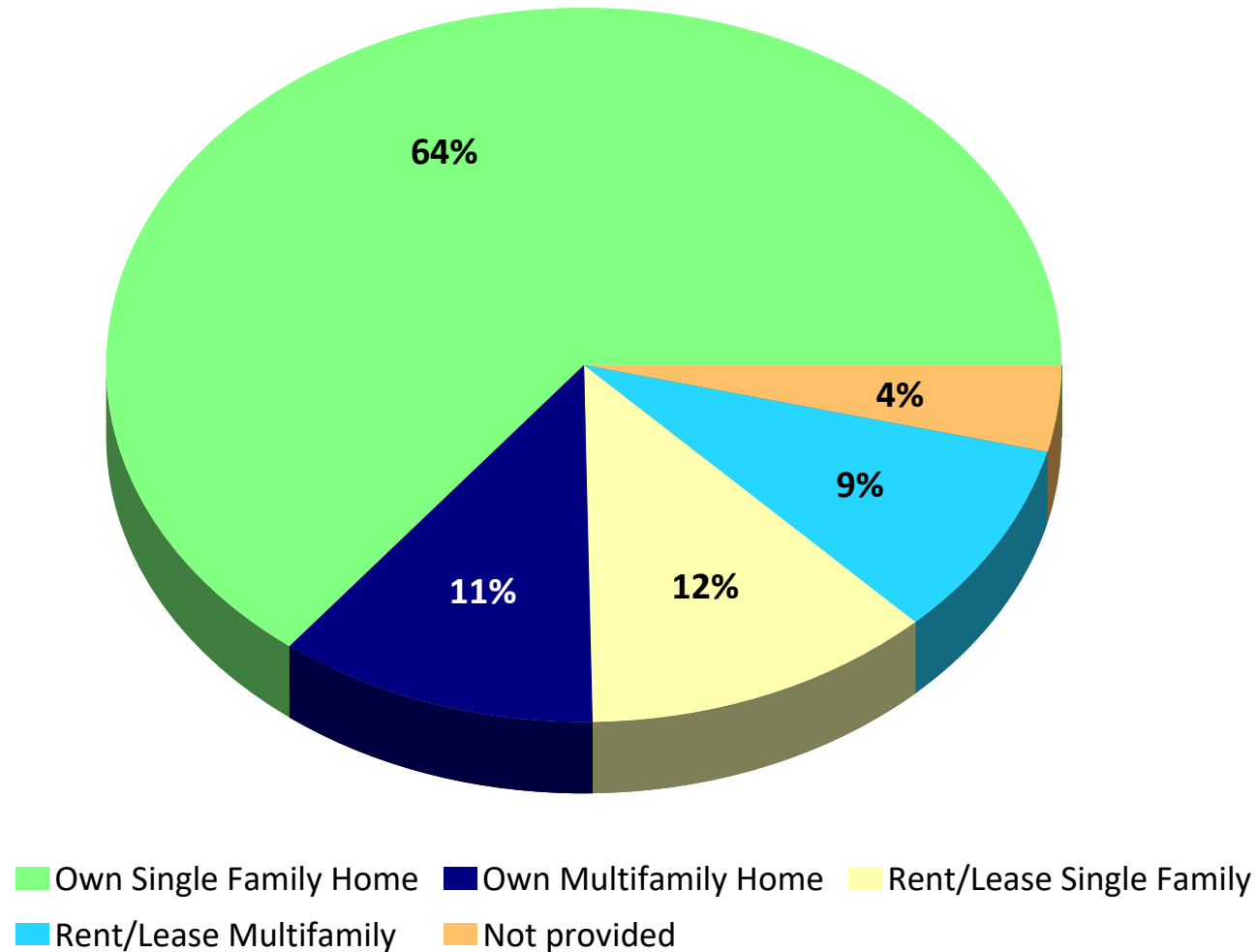


■ 5 years or less ■ 6-10 years ■ 11-20 years ■ More than 20 years ■ Not provided

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q33. Demographics: Which of the following best describes your household?

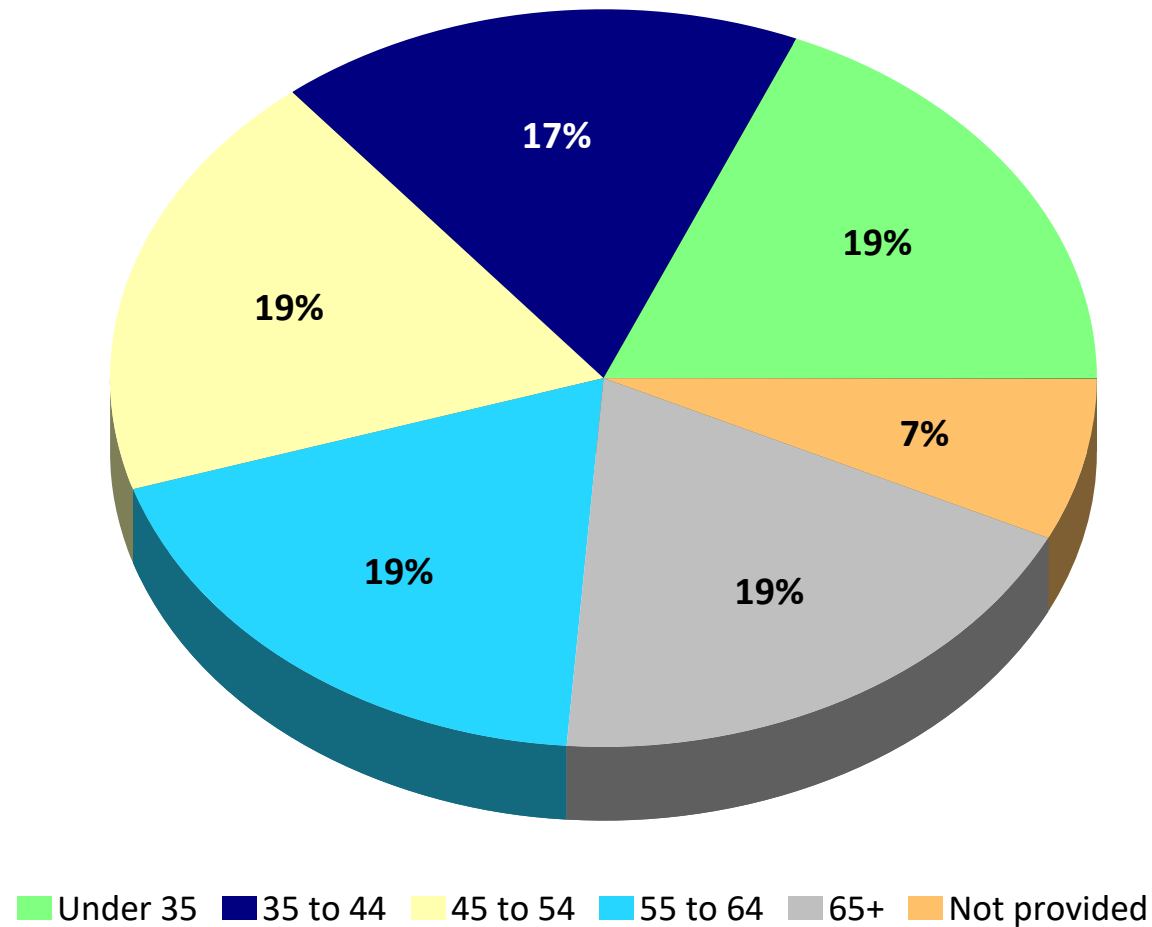
by percentage of respondents



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q34. Demographics: Age of Respondents

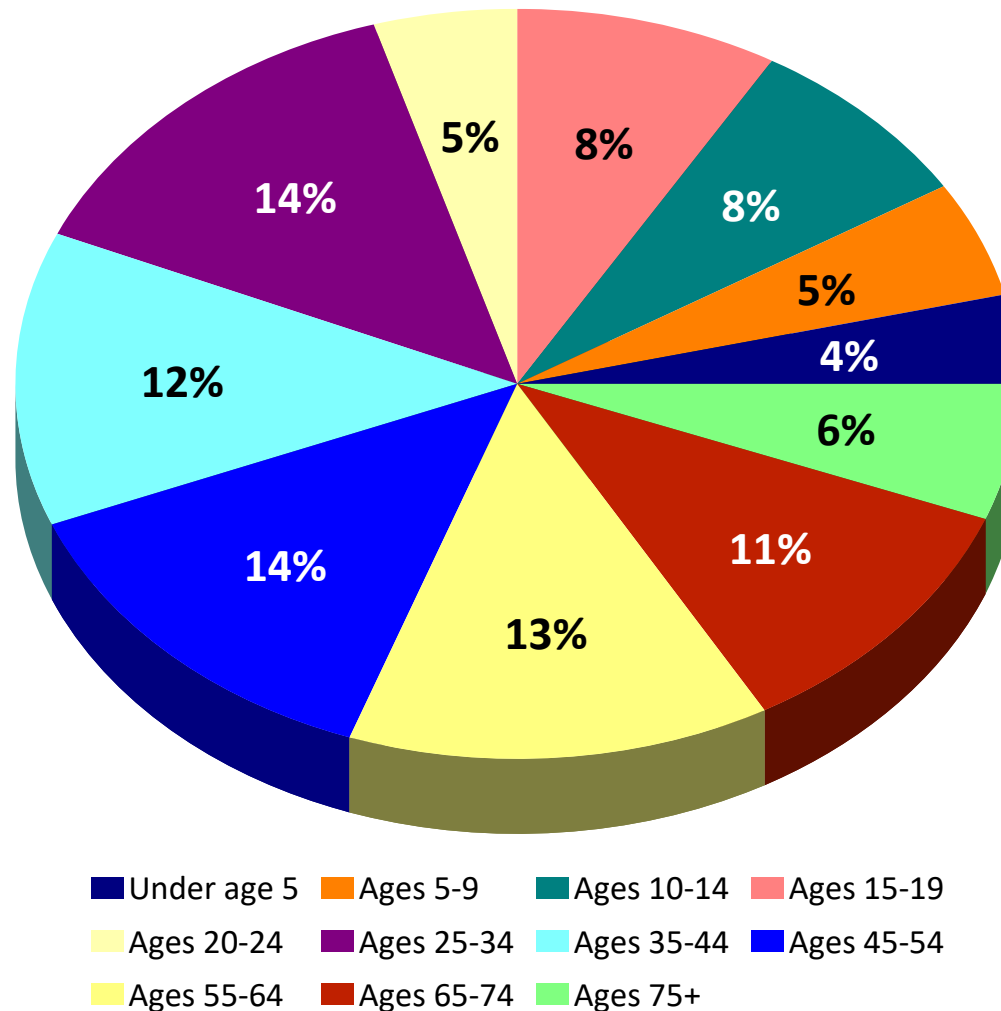
by percentage of respondents



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q35. Demographics: Ages of Household Occupants

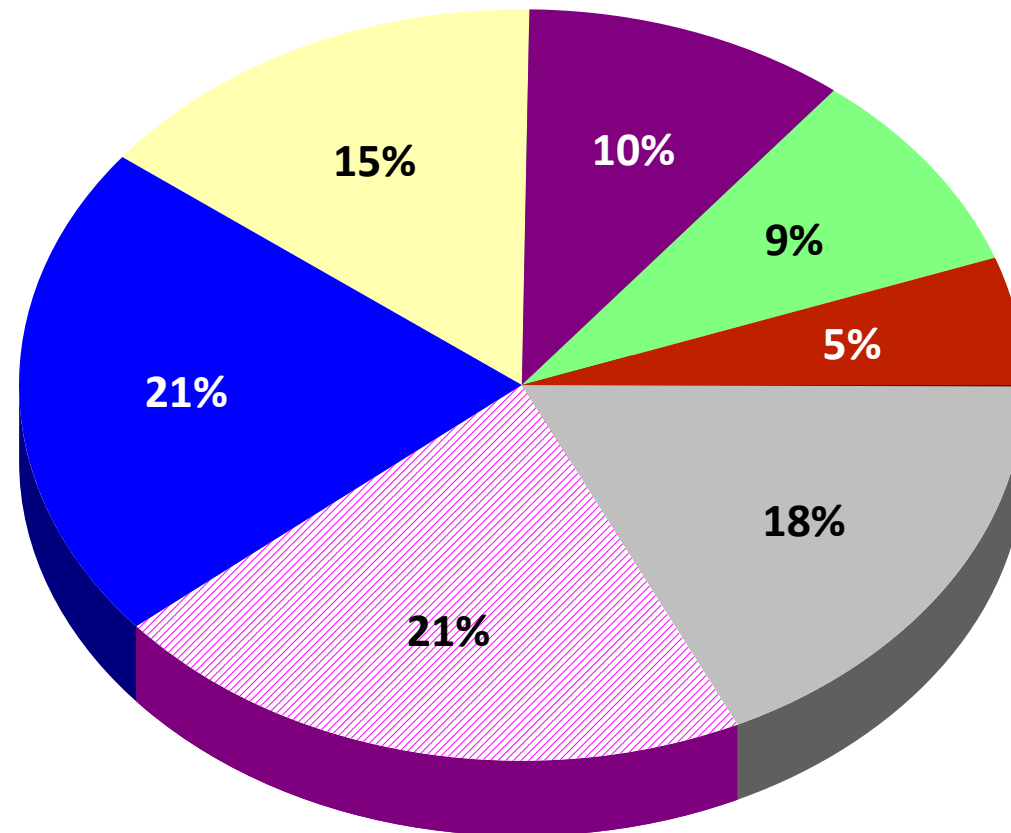
by percentage of persons in households



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q36. Demographics: Household Income

by percentage of respondents

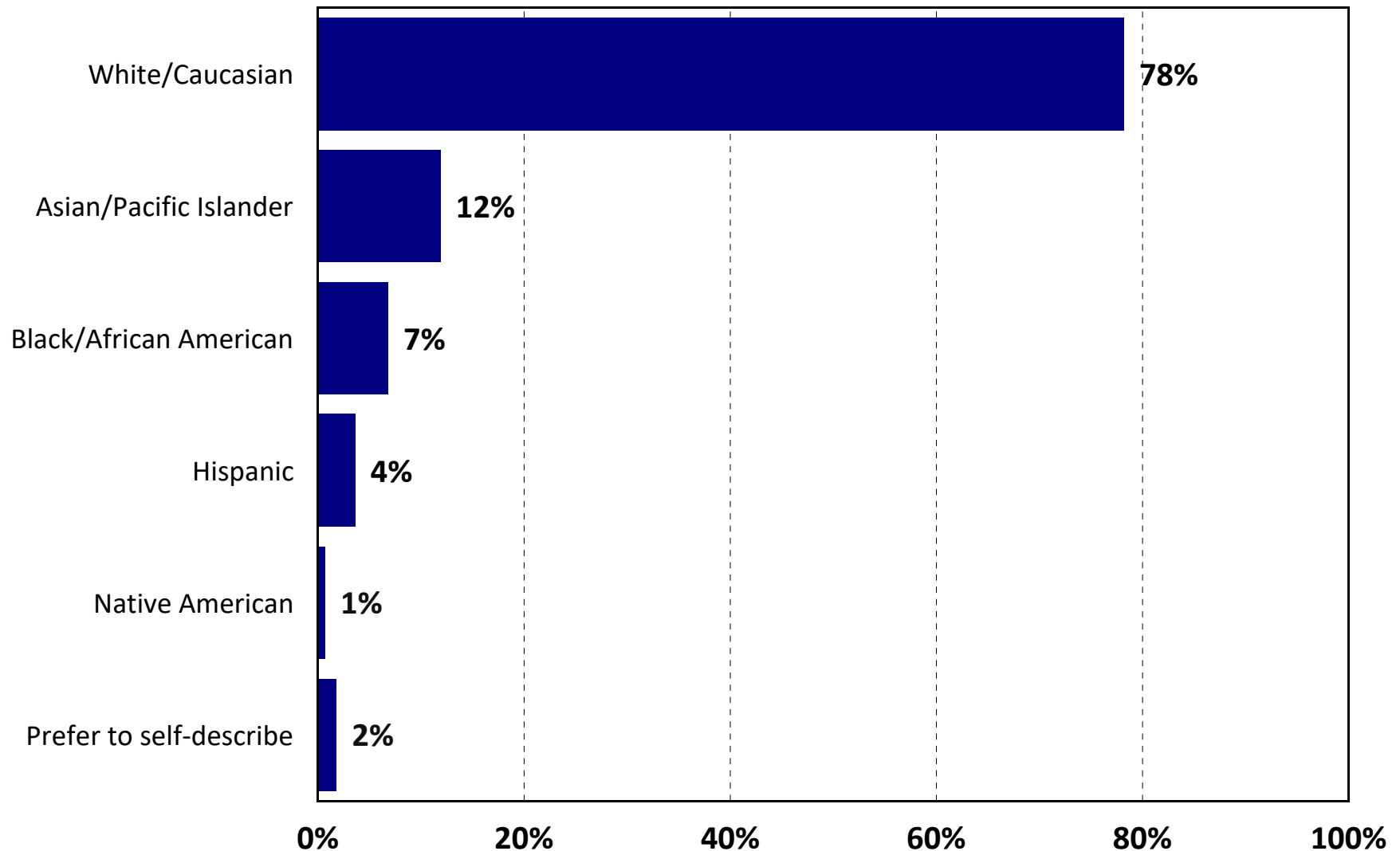


Under \$30,000    \$30,000-\$59,999    \$60,000-\$99,999    \$100,000-\$149,999  
\$150,000-\$199,999    Over \$200,000    Not provided

Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q37. Demographics: Race/Ethnicity

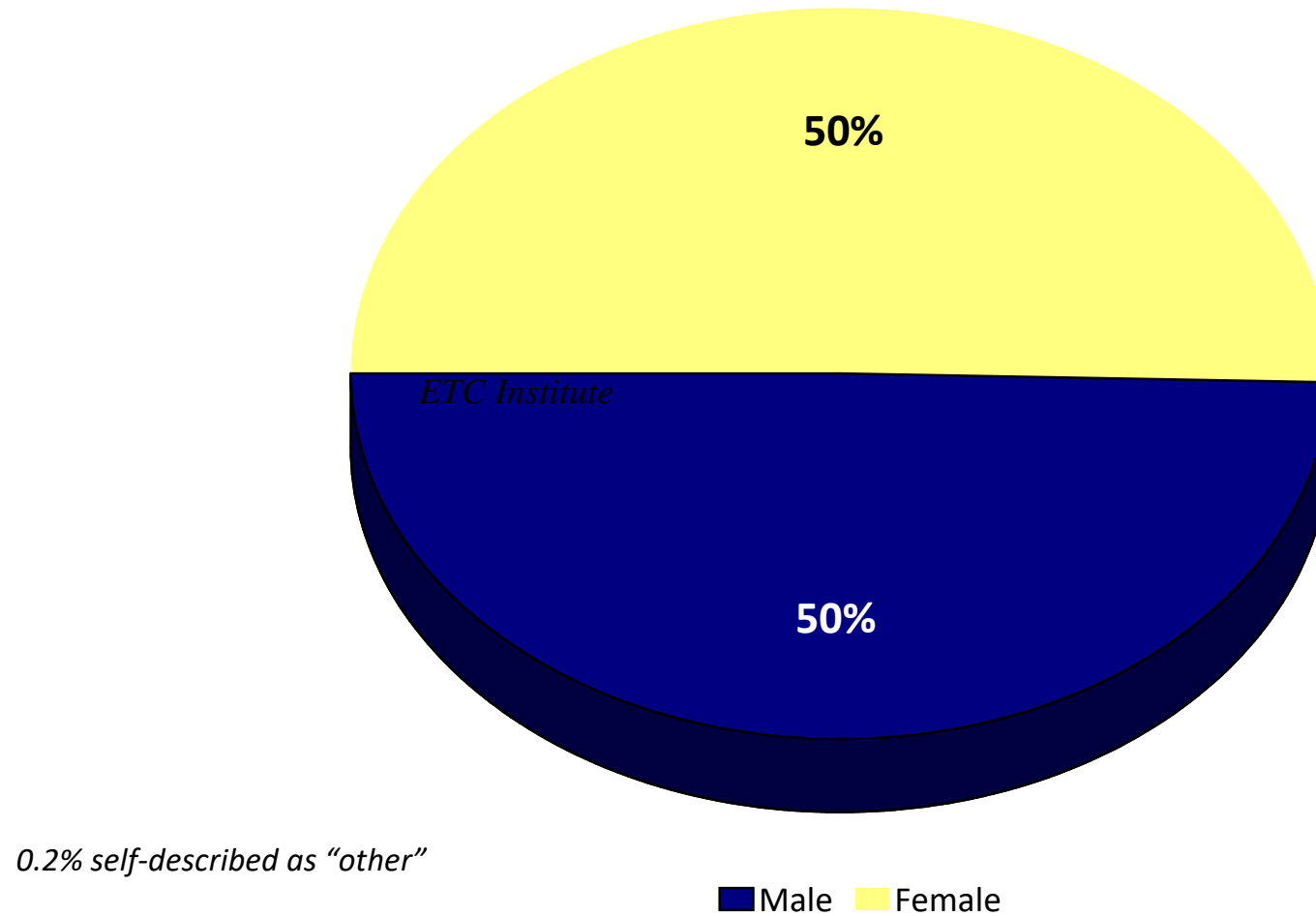
by percentage of respondents (multiple selections could be made)



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

## Q38. Demographics: Gender

by percentage of respondents



Source: ETC Institute DirectionFinder (2021 - Clayton, MO)

ETC Institute (2021)

**Q3. Perceptions of the Community: Please rate each of the following.**

(N=444)

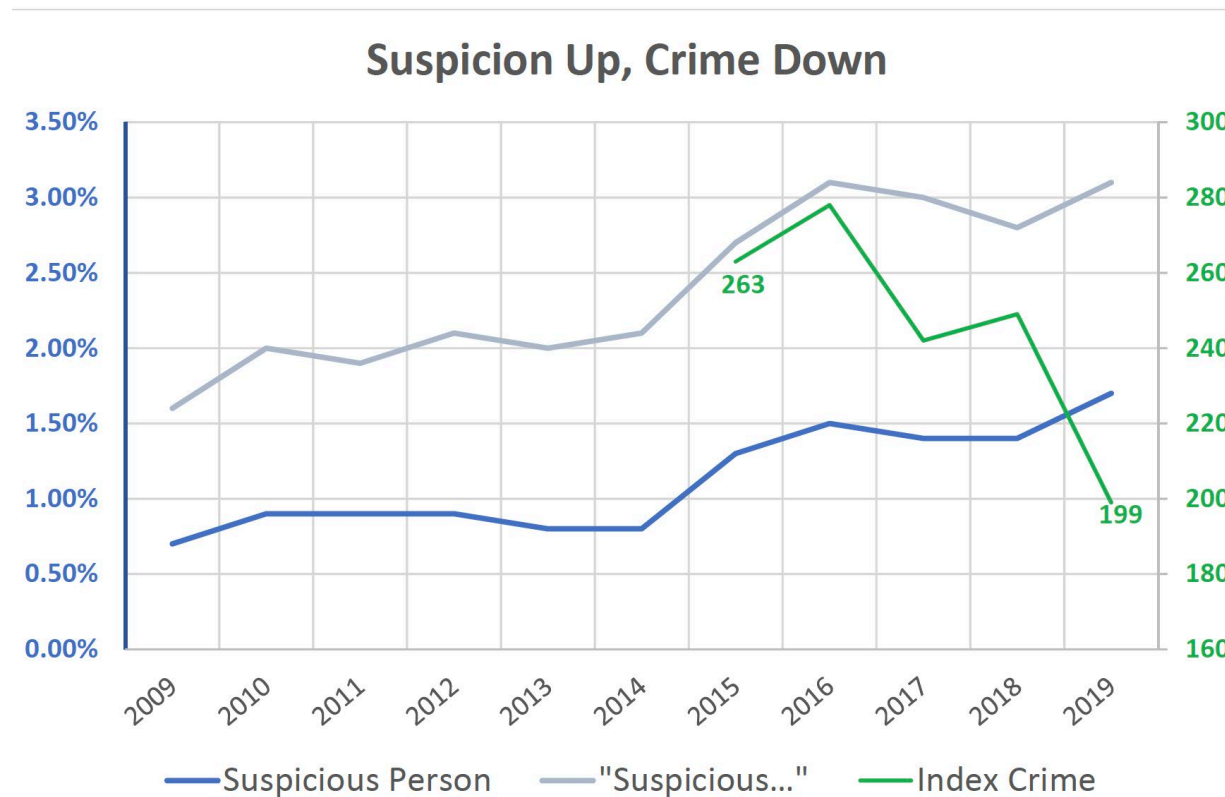
	Excellent	Good	Neutral	Below average	Poor	Don't know
Q3-1. Overall image of City	56.1%	37.6%	2.3%	0.9%	0.5%	2.7%
Q3-2. Acceptance of diverse populations	21.4%	31.5%	23.9%	14.9%	2.9%	5.4%
Q3-3. Overall quality of life in City	56.1%	37.8%	2.7%	0.9%	0.0%	2.5%
Q3-4. Overall feeling of safety in City	44.8%	43.7%	7.0%	2.0%	0.5%	2.0%
Q3-5. How well City is planning & managing redevelopment	11.9%	34.2%	27.3%	10.6%	7.0%	9.0%
Q3-6. Quality of new residential development in City	18.5%	34.2%	23.2%	9.7%	2.0%	12.4%
Q3-7. Quality of new commercial development in City	18.5%	32.7%	25.0%	8.8%	3.8%	11.3%
Q3-8. Quality of plan review & permitting services	7.9%	27.9%	23.4%	8.1%	4.3%	28.4%
Q3-9. Overall cleanliness of City	38.7%	48.6%	7.4%	2.3%	0.7%	2.3%
Q3-10. Quality of special events & cultural opportunities	24.1%	45.0%	17.3%	3.4%	0.2%	9.9%
Q3-11. Quantity of special events & cultural opportunities	19.1%	41.4%	22.1%	6.3%	0.7%	10.4%
Q3-12. Recreational opportunities in City	34.2%	45.0%	12.6%	3.2%	0.2%	4.7%
Q3-13. Treatment/fairness of City's municipal court	7.9%	11.5%	16.7%	1.1%	0.5%	62.4%
Q3-14. City's efforts to be transparent	14.4%	31.1%	23.0%	6.8%	2.0%	22.7%
Q3-15. City's efforts to support diversity, equity & inclusion	14.9%	24.1%	23.9%	12.2%	3.4%	21.6%
Q3-16. City's efforts to support sustainable practices	15.1%	29.7%	23.0%	5.9%	1.6%	24.8%
Q3-17. City's efforts to promote small & locally owned businesses	17.3%	30.9%	21.2%	9.7%	2.7%	18.2%

# Curbing Unwarranted Suspicion in Clayton

Clayton Community Equity Commission Discussion

June 10, 2021

# Suspicion is inverse to crime in Clayton\*



\*Suspicious Person Calls Audit 2014-2019 prepared for City of Clayton Police Department by Candorum Consulting LLC

# There is a definite racial disparity in unwarranted suspicious calls

- ▶ 48% of calls involved a subject described by the caller as Black, as against 23% for whites and 24% for race unknown.
- ▶ The disparity index is 1.54, meaning African-Americans are over-represented even after accounting for regional population effects and known differences in local rates of criminal justice involvement.
- ▶ These patterns of disparity cannot be attributed to officer bias because they occur upstream of police department. In fact, surveys of CPD confirms that 67% of officers believe that race is the factor most often implicated in undue suspicion.
- ▶ Said simply, the bias in these calls comes from our citizens, not the police.

# Suspicion is born of fear, not facts -- in Clayton and the U.S.

- ▶ According to the FBI and the Bureau of Justice Statistics (BJS), both violent and property crime have declined dramatically since the early 1990s.
- ▶ In fact, between 1993 & 2018 the rate of violent crime in the U.S. dropped by 51% and property crime by 54%.
- ▶ Yet in 20 of 24 Gallup surveys since 1993, at least 60% of U. S. adults have said there is more crime nationally than the year before.
- ▶ Social media undoubtedly plays a role. Apps like NextDoor feed into existing biases and tend to exacerbate the problem.

## Confronting Bias



Creating change  
requires  
multiple messages  
on multiple  
platforms



# Clayton Government

```
graph TD; A[Clayton Government] --> B[City reports]; A --> C[Implicit bias training]; A --> D[Historical perspective]; A --> E[Messages from City Officials];
```

City reports

Implicit bias  
training

Historical  
perspective

Messages from  
City Officials

# Parent Community

```
graph TD; A[Parent Community] --> B[Suspicious Call Activity]; A --> C[Further engagement TBD];
```

Suspicious Call Activity

Further engagement  
TBD

# Faith Community

```
graph TD; A[Faith Community] --> B[Outreach to Faith Leaders]; A --> C[TBD: Engage members of congregations]
```

Outreach to Faith Leaders

TBD: Engage members of  
congregations

# Business Community



```
graph TD; A[Business Community] --- B[Curbside Conversations with the Chamber];
```

Curbside Conversations with the  
Chamber